

**WIBW-TV**  
**EEO PUBLIC FILE REPORT**  
**2/01/17-1/31/18**

**1. VACANCY LIST**

See Master Recruitment Source List (MRSL) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Total Media Producer	1-11,14,15,18,21,22,33-37,41,42, 44-47,52,54,55	36
Anchor/Reporter	1-11,14,15,18,21,22,32-37,41,42, 44-47,52-55	37
Meteorologist	1-11, 14,15,18,21,22,32-37,41,42, 44-47,52,54,55,57	37
Multi-Media Journalist/Anchor	1-11,14,15,18,21,22,32-37,41,42 44-47,52,54,55,57	36
Total Media Producer	1-11,14,15,18,21,22,33-37,41,42 44-46,52,53,54,55	37
Total Media Producer	1-11,14,15,18,21,22,33-37,41,42 44-46,52,53,54,55	6
Multi-Media Journalist	1-11, 14,15,18,21,22,32-37,41,42 44-46,52,54,55,57	33
Multi-Media Journalist/Morning Live Reporter	1-11,14,15,18,21,22,32-37,41,42 44-47,52,54,55,57	57
Multi-Media Journalist	1-11,14,15,18,21,22,32-37,41,42 44-47,52,54,55,57	35
Multi-Media Journalist/Manhattan Reporter	1-11,14,15,18,21,22,32-37,41,42, 44-47,52,54,55,57	37

**WIBW-TV**  
**EEO PUBLIC FILE REPORT**  
**2/01/17-1/31/18**

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	Baker University Susan Wade 618 Eighth Street Baldwin City, KS 66006 785-594-8435 <a href="https://www.collegecentral.com/bakeru">https://www.collegecentral.com/bakeru</a>	No	0
2	Emporia State University June Coleman 1 Kellogg Circle, Campus Box 4014 Emporia, KS 66801 620-341-5407 career@emporia.edu	Yes	0
3	Fort Hays State University Ann Killebrew 600 Park Street Hays, KS 67601 785-628-4260	No	0
4	Kansas State University Jennifer Brantley 100 Holtz Hall Manhattan, KS 66506 785-532-6506 <a href="http://www.k-state.edu/careercenter">http://www.k-state.edu/careercenter</a>	Yes	0
5	Pittsburg State University David Hogard 1701 S. Broadway Pittsburg, KS 66762 620-235-4143 dhogard@pittstate.edu	No	0
6	University of Kansas Steven Rottinghaus 1300 Sunnyside Ave., Summerfield Hall, Room 206 Lawrence, KS 66045 785-864-3624 kucareer@ku.edu	Yes	1
7	Washburn University Kent McAnally 1700 SW College Ave. Topeka, KS 66621 785-670-1450	Yes	0

**WIBW-TV**  
**EEO PUBLIC FILE REPORT**  
**2/01/17-1/31/18**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
8	Allen County Community College Denice Stahl 1801 N. Cottonwood Iola, KS 66749 620-365-5116 ext 299	Yes	0
9	Johnson County Community College <a href="mailto:cgard@jccc.edu">cgard@jccc.edu</a> 12345 College Blvd. Overland Park, KS 66210 913-469-8500 ext 3635	Yes	0
10	Kansas City Kansas Community College Linda Wyatt 7250 State Ave. Kansas City, KS 66112 913-334-1100	Yes	0
11	Butler County Community College Vicki Long 901 S Haverhill Rd El Dorado, KS 67042 316-322-3152	No	0
12	DeVry University – Kansas City Campus Gerry Ellis 500 East 112 <sup>th</sup> St Kansas City, MO 64131 816-221-1300	No	0
13	Dodge City Community College Renee Simon 2501 N 14 <sup>th</sup> St Dodge City, KS 67801 620-227-9399 (rsimon@dc3.edu)	No	0
14	Pratt Community College Amy Jackson 348 NE SR 61 Pratt, KS 67124 620-672-5641 ext 139	Yes	0

**WIBW-TV**  
**EEO PUBLIC FILE REPORT**  
**2/01/17-1/31/18**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
15	Gray Television Station Group WSAW-TV Dottie Boudreau 1114 Grand Avenue Wausau, WI 54403 (715) 845-4211 dottie.boudreau@gray.tv <i>Source sends postings to other Gray stations.</i>	No	0
16	National Association of Broadcasters Attn: Karen L. Hunter Employment Clearinghouse 1771 N Street, NW Washington, DC 20036 202-429-5498	No	0
17	Nat'l Society of Professional Journalists Attn: Julie Grimes 3909 N. Meridian Street Indianapolis, IN 46208-4045 317-927-8000 ext 216	No	0
18	AARP of Kansas Attn: Janet Clearwater 555 S. Kansas Ave Suite 201 Topeka, KS 66603 866-448-3619	Yes	0
19	Asian American Journalists Association Attn: Rene Astudillo 1182 Market Street Suite 320 San Francisco, CA 94102 415-346-2051	No	0
20	Audio Engineering Society 60 E. 42 <sup>nd</sup> St. Room 2520 New York, NY 10165-2520 212-661-8528	No	0
21	KS Association of Broadcasters Kent Cornish 1916 SW Sieben Ct. Topeka, KS 66611 785-235-1307	No	0
22	No Longer Available	No	0
23	No Longer Available	No	0

**WIBW-TV**  
**EEO PUBLIC FILE REPORT**  
**2/01/17-1/31/18**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
24	American Advertising Federation Attn: Tina Neal 1101 Vermont Ave, NW Suite 500 Washington, DC 20005-6306 202-898-0089	No	0
25	Topeka Advertising Federation Jennifer Haugh PO Box 1251 Topeka, KS 66601 785-582-4000	No	0
26	<i>Topeka Capital Journal</i> Attn: Heather Armstrong 616 SE Jefferson Topeka, KS 66607 785-295-1122	No	0
27	<i>Lawrence Journal World</i> Attn: Mark Kearn 609 New Hampshire Lawrence, KS 66044 785-843-1000	No	0
28	<i>Kansas City Star</i> Attn: Katie Middleton 1729 Grand Blvd. Kansas City, MO 64108 816-234-4000	No	0
29	Spots 'N' Dots Attn: Alice Riehl 167 Oakdale Road Johnson City, NY 13790 888-884-2630 <a href="http://www.spotsndots.com">www.spotsndots.com</a>	No	0
30	<i>Broadcasting &amp; Cable</i> Attn: Yuki Atsumi 360 Park Ave South 14 <sup>th</sup> floor New York, NY, 10010 646-746-6949 <a href="mailto:yatsumi@reedbusiness.com">yatsumi@reedbusiness.com</a>	No	0
31	<i>Television Week</i> Attn: Eric Chasko 6500 Wilshire Blvd Suite 2300 Los Angeles, CA 90048 323-370-2415	No	0

**WIBW-TV**  
**EEO PUBLIC FILE REPORT**  
**2/01/17-1/31/18**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
32	MediaLine Mark Shilstone 2515 Sparrow Crest Dr. Katy, TX 77494 913-217-0685 <a href="http://www.medialine.com">www.medialine.com</a>	No	0
33	TVJobs Mark C. Holloway Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 800-374-0119 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	No	2
34	Walk-In Candidate	No	0
35	WIBW Staff Referral	No	2
36	WIBW Internal Candidate	No	2
37	Station Website: <a href="http://www.wibw.com">www.wibw.com</a>	No	5
38	Northwestern University Medill School of Journalism 1845 Sheridan Rd. Evanston, IL Desiree Hanford (847) 467-7930	No	0
39	Society of Broadcast Engineers Holly Essex 9102 North Meridian St., Suite 150 Indianapolis, IN 46260 (317) 846-9000	No	0
40	Wichita State University Frankie Brown 1845 Fairmount Wichita, KS 67260 (316) 978-3456	No	0
41	University of Missouri peiterl@missouri.edu 76 Gannett Hall Columbia, MO 65211 (573) 882-0373	No	0
42	Nebraska College Recruiting Consortium/Hastings College Kimberly Graviette 710 N Turner Ave. Hastings, NE 68901 (402) 461-7387	Yes	0

**WIBW-TV**  
**EEO PUBLIC FILE REPORT**  
**2/01/17-1/31/18**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
43	Northwest Missouri State University Renee Riedel 800 University Drive Administration Building Room #130 Maryville, MO 64468-6001 662-560-1250	No	0
44	Kansas Newman 3100 McCormick Wichita, KS 67213 913-942-4291 headm@newman.edu	No	0
45	Cloud County CC Brenda Hanson, Director 2221 Campus Dr. Concordia, KS 66901 800-729-5101 bhanson@cloud.edu	Yes	0
46	McPherson College 1600 E. Euclid McPherson, KS 620-242-0436 yowells@mcpherson.edu	No	0
47	William Jewell College 500 College Hill Liberty, MO 64068 816-781-7700 careerdevelopment@william.jewell.edu	No	0
48	Missouri Western 4525 Downs Drive St. Joseph, MO 64507 816-271-4292 <a href="mailto:Ktaylor19@missouriwestern.edu">Ktaylor19@missouriwestern.edu</a>	No	0
49	Friends University 2100 W University Ave. Wichita, KS 800-794-6945 <a href="mailto:career@sterling.com">career@sterling.com</a>	Yes	0
50	Hutchinson Community College Betty Ann Kelly 1300 N. Plum Hutchinson, KS 67501 620-665-3500	No	0
51	Colby Community College Joe Vyzouvek 1255 S Ranger Avenue Colby, KS 67701 785-462-3984	No	0

**WIBW-TV**  
**EEO PUBLIC FILE REPORT**  
**2/01/17-1/31/18**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
52	Topeka Workforce Center Liz Pruitt 1430 SW Topeka Blvd 785-235-5627 Pamela.hann@ks.gov	Yes	0
53	Atchison Workforce Center Tim Brundgart 818 Kansas Atchison, KS 66002 913-367-1740	No	0
54	Manhattan Workforce Center Terry Umscheid McAfee 205 S 4 <sup>th</sup> Avenue, Suite 1A Manhattan, KS 66502 785-539-5691 terryumscheid@ks.gov	No	0
55	NAACP 501 SE Jefferson, Suite 31 Topeka, KS 66607 naacptopeka@att.net	No	0
56	Express Personnel 2300 SW 29 <sup>th</sup> , Suite 100 Topeka, KS 66611 Diana Ramirez 785-267-3773	No	0
57	<u>Indeed.com</u> <u>177 Broad Street, 6<sup>th</sup> Floor</u> <u>Stamford, CT 06901</u> <u>James Naglieri</u> <u>800-462-5842</u>	No	3
	<b><u>Total Number of Interviewees over a 12-month period</u></b>		<b>15</b>

**III. RECRUITMENT INITIATIVES**

<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
--	--------------------------------------



**WIBW-TV**  
**EEO PUBLIC FILE REPORT**  
**2/01/17-1/31/18**

<b>1</b>	Internship program	WIBW-TV actively participates with local and surrounding universities to provide internships to students interested in future employment in broadcasting. Students receive academic credit for their work. Our station hosted 1 intern in the News department, from the University of Cincinnati, during the summer of 2017. Another student, from Topeka Seaman High School, interned in the News department during the fall of 2017.
<b>2</b>	Participate other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	<p>WIBW-TV has an on-going policy of giving station tours to individuals and groups interested in the day-to-day operation of a television station and careers in the broadcast industry:</p> <ol style="list-style-type: none"> <li>1. On September 26<sup>th</sup>, a group of students from the Kansas Scholastic Press Association toured the station.</li> <li>2. On September 28<sup>th</sup>, a group of students from Silver Lake High School toured the station.</li> </ol>
<b>3</b>	Participate in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	<p>WIBW-TV has an on-going policy of allowing students from area schools and universities to job shadow station personnel, giving students the opportunity to learn about careers in broadcasting:</p> <ol style="list-style-type: none"> <li>1. On April 26<sup>th</sup> a student from Washburn University shadowed a reporter/anchor.</li> </ol>
<b>4</b>	Participate in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	<ol style="list-style-type: none"> <li>1. On April 4<sup>th</sup>, two WIBW anchors participated in the Kansas Association of Broadcasters annual student seminar and career fair. The event gives high school and college students information on what jobs are available and advice on the best way to prepare for them.</li> <li>2. On June 16<sup>th</sup>, one WIBW photographer spoke with students at Heartland Presbyterian camp, about the daily requirements of his job.</li> <li>3. On September 25<sup>th</sup>, a WIBW anchor and our Chief Photographer presented a session during the Kansas Scholastic Press Association conference in Topeka. The audience was comprised of high school journalists from across the state. They discussed various aspects of their jobs, including tips for capturing good video and changes in news gathering in the advent of digital and social media.</li> <li>4. On October 23<sup>rd</sup>, WIBW's General Manager spoke to a class at Kansas State University about Nielsen ratings and how that data is used in programming, budgeting, and sales decisions.</li> </ol>

**WIBW-TV**  
**EEO PUBLIC FILE REPORT**  
**2/01/17-1/31/18**

<b>5</b>	Participate in at least 4 job fairs. Station personnel who have substantial responsibility in making hiring decisions must be involved in such activities.	<ol style="list-style-type: none"><li>1. On February 15<sup>th</sup>, our News Director attended the Spring Career Fair sponsored by Washburn University.</li><li>2. On March 7<sup>th</sup>, our News Director attended the Spring Career Fair sponsored by Kansas State University.</li><li>3. On March 8<sup>th</sup>, our News Director attended the Spring Career Fair sponsored by the University of Kansas</li><li>4. On September 17<sup>th</sup>, our News Director attended the Fall Career Fair sponsored by Washburn University.</li><li>5. On September 26<sup>th</sup>, our News Director attended the Fall Career Fair sponsored by Kansas State University.</li><li>6. On November 8<sup>th</sup>, our News Director attended the Fall Career Fair sponsored by the University of Kansas.</li></ol>
<b>6</b>	Provide training to management level personnel as to the methods of ensuring equal opportunity and preventing discrimination.	On March 23 <sup>rd</sup> , WIBW attended a Webinar titled “The FCC’s Equal Employment Opportunity Rules”. The Webinar outlined the rules and regulations required by the FCC to insure compliance and was part of a company-wide effort to educate employees. WIBW’s General Manager, News Director, and Business Manager were in attendance.